



Ngā Kōrero e pā ana ki te Tūranga

Job Description

Advisor on Deaf Children

Business Group	Te Mahau Takiwā
Location	Regionally based
Salary band	Field Staff

Mahi i roto i te Ratonga Tūmatanui | Working in the Public Service

Ka mahitahi mātou o te ratonga tūmatanui kia hei painga mō ngā tāngata o Aotearoa i āiane, ā, hei ngā rā ki tua hoki. He kawenga tino whaitake tā mātou hei tautoko i te Karauna i runga i āna hononga ki a ngāi Māori i raro i te Tiriti o Waitangi. Ka tautoko mātou i te kāwanatanga manapori. Ka whakakotahingia mātou e te wairua whakarato ki ō mātou hapori, ā, e arahina ana mātou e ngā mātāpono me ngā tikanga matua o te ratonga tūmatanui i roto i ā mātou mahi.

In the public service we work collectively to make a meaningful difference for New Zealanders now and in the future. We have an important role in supporting the Crown in its relationships with Māori under the Treaty of Waitangi. We support democratic government. We are unified by a spirit of service to our communities and guided by the core principles and values of the public service in our work.

Mō ētahi atu kōrero hei whakamārama i tēnei kaupapa, haere ki | You can find out more about what this means at [Role and purpose - Te Kawa Mataaho Public Service Commission](#).

To Mātou Aronga | What we do for Aotearoa New Zealand

At Te Tāhuhu o te Mātauranga | Ministry of Education, delivering our purpose makes a real difference to all ākonga of Aotearoa:

***He mea tārai e mātou te mātauranga kia rangatira ai, kia mana taurite ai ōna huanga
We shape an education system that delivers excellent and equitable outcomes***

We fulfil our purpose by:

- delivering services and support nationally, regionally and locally to and through the education sector and in some cases directly to ākonga and whānau
- shaping the policies, settings and performance of the education system so that it is well placed to deliver equitable outcomes for ākonga and their whānau, from early learning through tertiary.

Tēnei Tūranga | About the role

The vision for Learning Support is that every child and young person will have access to learning opportunities that maximise their learning, promote social inclusion and facilitate smooth transition through to life-long learning.

The Advisor on Deaf Children (AoDC) provides support to families, whānau and educators to achieve desired outcomes for babies and children who are deaf or hard of hearing. The focus of the AoDC support is early years, birth to Year 3 at school.

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Ngā Haepapa | Accountabilities

As a Specialist within Te Tāhuhu o te Mātauranga | the Ministry of Education you will:

- Share specialist knowledge across the organisation and with stakeholders, working with others to inform operational level decision making.
- Contribute to an effective team with a positive approach to the work environment that encourages and supports high performance, collaboration and problem solving.
- Lead the resolution of issues, identifying risks and solutions to protect and enhance the integrity and reputation of the Ministry.
- Lead or contribute to the development and implementation of innovative and fit-for purpose solutions and frameworks for current and future challenges.
- Develop and use data and insights to make evidence-based decisions and recommendations on operational issues.
- Build capability in others through coaching, quality assurance, and proactively sharing knowledge and expertise.

As the Advisor on Deaf Children you will:

- provide specialist support to babies and children who are deaf or hard of hearing, their parents/caregivers, families and whānau, and in accordance with the goals, objectives and policies of the Ministry of Education
- provide specialist support which:
 - has an early years focus (birth to Year 3 at school)
 - is family and whānau centred
 - uses a routine and strength based approach based on priorities identified by parents/caregivers, families and whānau
 - builds adult capability through a coaching approach
 - is provided in natural settings-homes, early childhood services and schools
 - is culturally responsive
 - on request for students verified under the Ongoing Resourcing Scheme.
- provide professional support and guidance to schools, teacher and families and provides appropriate specialist intervention plans
- Assess, analyse, hypothesise, collaboratively plan, support and monitor the implementation of individual (or group) intervention plans for students who have additional learning needs.
- work collaboratively with families and whānau, and educators. You will promote educational strategies and environments in which children who are deaf or hard of hearing have access to an education which meets their needs and supports them to be confident, connected lifelong learners and self-determining members of society.
- develop and maintain collaborative relationships with a range of professional partners, community and sector groups and support agencies to ensure that the service they provide for babies, children and their family and whānau is coordinated and effective in meeting their needs
- maintain a level of technical and professional skill and knowledge which enables you to provide the support that is required and follows an 'informed choice' approach ensuring that families and whānau are fully informed and have a good understanding of all communication pathways, including New Zealand Sign Language

You will make decisions in accordance with the Ministry's policies and delegations framework.



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Ngā Tohu Mātauranga Waiwai | Essential Qualifications

- Master of Special Education (Sensory Disabilities/Hearing Impairment) or a Postgraduate Diploma of Adviser on Deaf and Hearing-Impaired Children.
Applicants who do not have either of the required qualifications are required to complete the Master of Special Education (Sensory Disabilities/Hearing Impairment) within four years following appointment to an Adviser on Deaf Children position.
- A teacher of the deaf qualification or speech language therapist qualification or equivalent qualification with at least two years' experience in that role

Wheako | Experience

To be successful in this role you will have the following experience:

- Experience in deaf education
- Experience in a complex organisation
- Experience in building relationships and partnerships to achieve shared outcomes.
- An understanding and applied practice of the principles and strands of *Te Whāriki: Early childhood curriculum and Te Whāriki a te Kōhanga Reo*, as well as the key competencies and learning areas of the New Zealand Curriculum and Te Marautanga

Ngā Āheinga | Capabilities

To be successful in this role you will have the following capabilities and competencies:

- A proven ability to use data and insights to identify trends, risks and opportunities, to influence and guide organisational and system-level decision making.
- Excellent interpersonal and communication skills.
- A commitment to ongoing personal and professional development.
- Knowledge and competency in overall language and communication development and child development
- Knowledge and competency in the educational and audiological management for children who are deaf or hard of hearing
- Experience and knowledge of New Zealand Sign Language and a commitment to ongoing learning of New Zealand Sign Language.
- A track record of bringing people together and leading, coaching and mentoring others to achieve outcomes.

Tātai Pou | Our Cultural Competency

Tātai Pou is our Māori Cultural competency framework. It has been aligned and is complementary to the Māori Crown Relations Capability Framework (MCR). Tātai Pou is designed to support our people and organisation to give effect to the articles of te Tiriti o Waitangi in our work. The work-based capabilities have four focus areas and describe four levels of competency (high, consolidation, developing and essential) that enable us to deliver our partnership approach so that Māori enjoy and achieve educational success as Māori.



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Pou Hono Valuing Māori	Developing
Pou Mana Knowledge of Māori content	Developing
Pou Kipa Achieving equitable education outcomes for Māori	Developing
Pou Aroā Critical consciousness of racial equity for Māori	Developing

Leadership Success Profile - Te Kawa Mataaho | Public Service Commission

Leadership matters. Strong leadership at every level in the Public Service will transform the experiences of New Zealanders. The Leadership Success Profile establishes “what good looks like” for leadership at all levels. Information about how the Leadership Success Profile applies to this role is available on the Ministry’s intranet.

Ngā Whakaaetanga | Approvals

Date Reviewed and Approved	March 2024
Approved By	HR Advisory team